

Table of Contents

Realized Compensation

The following supplemental table summarizes the compensation that our named executive officers actually realized in Fiscal 2012 and Fiscal 2011. The amounts reflected in this table differ substantially from "Total Compensation" disclosed in the Summary Compensation Table by reporting the value realized on equity compensation during Fiscal 2012 and Fiscal 2011, respectively, rather than the grant date fair value of awards granted during each year, and excluding the amounts under "Change in Pension Value" and "All Other Compensation." The amounts reported in this table and in the charts below should not be considered a substitute for the Summary Compensation Table, which is calculated using accounting and actuarial assumptions required by SEC rules.

Named Executive Officer	Year	Cash Compensation		Equity Compensation ⁽²⁾			Total Realized Compensation
		Base Salary	Short-term Incentives ⁽¹⁾	Stock Option Exercises	Performance Share Payout	RSU Vesting	
Michael W. Sutherlin	2012	\$1,050,128	\$1,076,645	—	\$3,070,875	—	\$5,197,648
	2011	\$983,333	\$2,000,000	\$11,449,150	\$1,357,493	—	\$15,789,976
Michael S. Olsen	2012	\$457,372	\$343,781	\$1,223,112	\$859,845	\$274,637	\$3,158,747
	2011	\$433,333	\$647,567	\$2,097,104	\$258,570	\$96,721	\$3,533,295
Randal W. Baker	2012	\$665,962	\$708,583	—	—	—	\$1,374,545
	2011	\$596,000	\$620,376	\$379,612	—	—	\$1,595,988
Edward L. Doheny II	2012	\$654,423	\$362,022	—	\$1,105,515	\$368,163	\$2,490,123
	2011	\$545,673	\$760,565	\$6,026,496	\$775,710	\$392,639	\$8,501,083
Sean D. Major	2012	\$403,654	\$273,677	—	\$798,428	\$367,461	\$1,843,220
	2011	\$387,500	\$508,025	\$1,496,220	\$387,855	\$151,574	\$2,931,174
Eric A. Nielsen	2012	\$457,372	\$325,781	—	—	—	\$783,153
	2011	\$436,667	\$652,163	—	—	—	\$1,088,830

- (1) Short-term incentives consist of non-equity incentive plan compensation and additional discretionary bonuses, if any, awarded by the Human Resources and Nominating Committee, each as reported in the Summary Compensation Table.
- (2) Reflects aggregate amounts realized from the exercise of stock options, payout of performance shares and non-deferred vesting of restricted stock units, including additional restricted stock units received in lieu of dividends since the date of grant. Performance share payout in Fiscal 2012 was for the Fiscal 2009-2011 performance cycle and performance share payout in Fiscal 2011 was for the Fiscal 2008-2010 performance cycle. All performance share payouts in Fiscal 2012 and Fiscal 2011 were settled in shares of Common Stock. Restricted stock units vesting in Fiscal 2012 were awarded in Fiscal 2007-2009 and restricted stock units vesting in Fiscal 2011 were awarded in Fiscal 2006-2008. In Fiscal 2012 and Fiscal 2011, receipt of shares upon the vesting of restricted stock units held by Messrs. Sutherlin and Doheny was automatically deferred pursuant to the terms of their applicable restricted stock unit award agreements. Deferred amounts are reported as executive contributions in the table in this proxy statement labeled Nonqualified Deferred Compensation During Fiscal 2012 and the table in the proxy statement relating to the 2012 annual meeting labeled Nonqualified Deferred Compensation During Fiscal 2011.